

Annual Report of Diversity in Law Enforcement Recruitment and Hiring

Ocean- Mantoloking Police Department

Time Period: 01/01/2023 - 12/31/2023

Reporting Requirement: N.J.S.A. 52:17B-4.10

Agency Name:
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Ocean- Mantoloking Police Department
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Applicant and Hiring Process Summary

Ocean- Mantoloking Police Department is a Municipal law enforcement agency. During the time period covering 01/01/2023-12/31/2023 the agency received applications for law enforcement officers. The agency's hiring process is not governed by Civil Service Regulations.

For Ocean- Mantoloking Police Department in the above time period, the applicant and hiring process included the following methods of identifying applicants:
Direct hire of BCPO certified officer

During the hiring process, Mantoloking Police Department included the following elements to identify the most qualified applicants:
Formal Application
Interview Board
Drug Testing
Psychiatric Exam

During the hiring process, Mantoloking Police Department considers an applicant to be appointed Prior to entry in to the Academy

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Annual Summary of Law Enforcement Diversity: Applicant Summary

	# % of Total Applicants	# % of Total Applicants
Total Applicants	19	0
Total Applicants Appointed	7	0
Total Applicants Not Appointed	4	0
Direct Hire Applicants		0
Transfer Applicants		0
Waiver Applicants		0
CSC Exam Exempt Direct Hire Applicants		0

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Annual Summary of Law Enforcement Diversity: Applicant Demographic Summary

	Total Applicants	% of Total	Direct Hire Applicants	Transfer Applicants	Waiver Applicants
Gender	Total Male	15	79%	0	0
	Total Female	0	0%	0	0
	Total X or Non-Binary	0	0%	0	0
Sexual Orientation	LGBTQ+	0	0%	0	0
	Not LGBTQ+	15	79%	0	0
Race/Ethnicity	Total American Indian or Alaska Native alone	0	0%	0	0
	Total Asian alone	0	0%	0	0
	Total Black or African American alone	3	16%	0	0
	Total Native Hawaiian/ other Pacific Islander alone	0	0%	0	0
	Total White alone	10	53%	0	0
	Total Two or more races alone	0	0%	0	0
	Total Other alone	0	0%	0	0
	Total Hispanic or Latino	1	5%	0	0
	Total 18-29	11	58%	0	0
	Total 30-39	3	16%	0	0
Age	Total 40-49	0	0%	0	0
	Total 50-59	0	0%	0	0
	Total 60-69	0	0%	0	0
	Total 70+	0	0%	0	0

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Annual Summary of Law Enforcement Diversity: Applicants

Applicants: Gender, Race & Age Demographics

	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
Male	0	0	3	0	10	0	0	1
Female	0	0	0	0	0	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	3	0	10	0	0	1

	X or Non-Binary		American Indian or Alaska Native alone			Black or African American alone		Native Hawaiian / other P. I. alone		White alone		Two or more races alone		Hispanic or Latino	
	Male	Female	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	White alone	Two or more races alone	Other alone	Hispanic or Latino	Hispanic or Latino	Hispanic or Latino	
Age: 18-29	11	0	0	0	0	2	0	8	0	0	0	0	0	0	
Age: 30-39	3	0	0	0	0	1	0	1	0	0	0	0	1	0	
Age: 40-49	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Age: 50-59	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Age: 60-69	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Age: 70+	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

Annual Summary of Law Enforcement Diversity: Applicants

Applicants: Sexual Orientation Demographics

	X or Non-Binary		American Indian or Alaska Native alone				Black or African American alone		Native Hawaiian / other P. I. alone		White alone		Two or more races alone		Hispanic or Latino	
	Male	Female														
LGBTQ+	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Not LGBTQ+	15	0	0	0	0	0	3	0	0	0	10	0	0	0	1	

	Age: 18-29		Age: 30-39		Age: 40-49		Age: 50-59		Age: 60-69		Age: 70+	
LGBTQ+	0	0	0	0	0	0	0	0	0	0	0	0
Not LGBTQ+	11	3	0	0	0	0	0	0	0	0	0	0

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Appointed Applicants: Gender, Race, & Age Demographics

	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
Male	0	0	1	0	5	0	0	0
Female	0	0	0	0	0	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	1	0	5	0	0	0

	X or Non-Binary			American Indian or Alaska Native alone			Black or African American alone			Native Hawaiian / other P. I. alone			White alone			Two or more races alone			Hispanic or Latino		
	Male	Female	Binary	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino	White alone	Two or more races alone	Other alone	Hispanic or Latino					
Age: 18-29	7	0	0	0	0	0	1	0	0	0	0	0	5	0	0	0					
Age: 30-39	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
Age: 40-49	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
Age: 50-59	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
Age: 60-69	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
Age: 70+	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					

Appointed Applicants: Sexual Orientation Demographics

	X or Non-Binary		American Indian or Alaska Native alone				Asian alone		Black or African American alone		Native Hawaiian / other P. I. alone		White alone		Two or more races alone		Hispanic or Latino	
	Male	Female																
LGBTQ+	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Not LGBTQ+	7	0	0	0	0	0	0	0	1	0	0	0	5	0	0	0	0	0
Age: 18- 29 Age: 30- 39 Age: 40-49 Age: 50-59 Age: 60-69 Age: 70+																		
LGBTQ+	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Not LGBTQ+	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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Not Appointed Applicants: Gender, Race, and Age Demographics

	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
Male	0	0	1	0	2	0	0	1
Female	0	0	0	0	0	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	1	0	2	0	0	1

	X or Non-Binary		American Indian or Alaska Native alone		Asian alone		Black or African American alone		Native Hawaiian / other P. I. alone		White alone		Two or more races alone		Other alone		Hispanic or Latino	
	Male	Female	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino								
Age: 18-29	2	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0
Age: 30-39	2	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
Age: 40-49	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Age: 50-59	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Age: 60-69	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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Not Appointed Applicants: Sexual Orientation Demographics

	X or Non-Binary		American Indian or Alaska Native alone		Asian alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
	Male	Female									
LGBTQ+	0	0	0	0	0	0	0	0	0	0	0
Not LGBTQ+	4	0	0	0	0	1	0	2	0	0	1

Age: 18- Age: 30-

	Age: 18-29	Age: 30-39	Age: 40-49	Age: 50-59	Age: 60-69	Age: 70+
LGBTQ+	0	0	0	0	0	0
Not LGBTQ+	2	2	0	0	0	0

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Not Appointed Applicant- Reasons

	% of Total Not # Appointed Applicants	% of Total Not # Appointed Applicants
Academy Failure	0	0%
Applicant Withdrawal	2	50%
Defer	3	75%
Did not meet minimum qualifications	2	50%
Failed background check- Criminal History	0	0%
Failed background check- Financial	0	0%
Failed Background check- other	0	0%
Failed Drug Test	0	0%
Interview Panel Recommendation	0	0%
Other	1	25%
Physical Qualification Exam	0	0%
Residency Requirement	0	0%
Written Exam	0	0%

Not Appointed Applicants- Reasons by Gender & Race

Male Applicants

	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
Academy Failure	0	0	0	0	0	0	0	0
Applicant Withdrawal	0	0	0	0	2	0	0	0
Defer	0	0	1	0	2	0	0	0
Did not meet minimum qualifications	0	0	1	0	1	0	0	0
Failed background check- Criminal History	0	0	0	0	0	0	0	0
Failed background check- Financial	0	0	0	0	0	0	0	0
Failed Background check- other	0	0	0	0	0	0	0	0
Failed Drug Test	0	0	0	0	0	0	0	0
Interview Panel Recommendation	0	0	0	0	0	0	0	0
Physical Qualification Exam	0	0	0	0	0	0	0	0
Residency Requirement	0	0	0	0	0	0	0	0
Written Exam	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	1

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Not Appointed Applicants- Reasons by Gender & Race

Female Applicants

	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
Academy Failure	0	0	0	0	0	0	0	0
Applicant Withdrawal	0	0	0	0	0	0	0	0
Defer	0	0	0	0	0	0	0	0
Did not meet minimum qualifications	0	0	0	0	0	0	0	0
Failed background check- Criminal History	0	0	0	0	0	0	0	0
Failed background check- Financial	0	0	0	0	0	0	0	0
Failed Background check- other	0	0	0	0	0	0	0	0
Failed Drug Test	0	0	0	0	0	0	0	0
Interview Panel Recommendation	0	0	0	0	0	0	0	0
Physical Qualification Exam	0	0	0	0	0	0	0	0
Residency Requirement	0	0	0	0	0	0	0	0
Written Exam	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0

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Not Appointed Applicants- Reasons by Gender & Race X or Non-Binary Applicants

	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
Academy Failure	0	0	0	0	0	0	0	0
Applicant Withdrawal	0	0	0	0	0	0	0	0
Defer	0	0	0	0	0	0	0	0
Did not meet minimum qualifications	0	0	0	0	0	0	0	0
Failed background check- Criminal History	0	0	0	0	0	0	0	0
Failed background check- Financial	0	0	0	0	0	0	0	0
Failed Background check- other	0	0	0	0	0	0	0	0
Failed Drug Test	0	0	0	0	0	0	0	0
Interview Panel Recommendation	0	0	0	0	0	0	0	0
Physical Qualification Exam	0	0	0	0	0	0	0	0
Residency Requirement	0	0	0	0	0	0	0	0
Written Exam	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0

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Current Officers and Promotional Process Summary

Ocean- Mantoloking Police Department is a Municipal law enforcement agency. During the time period covering 01/01/2023-12/31/2023 the agency received applications for a promotional opportunity. The agency's promotional process is not governed by Civil Service Regulations.

For Ocean- Mantoloking Police Department in the above time period, the promotional included the following methods of identifying qualified officers:

Non-Civil Service Promotional Examination List
Promotional Interview

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Annual Summary of Law Enforcement Diversity: Current Officers Summary

	Total Officers	# % of Total Officers
Total Officers Eligible for Promotion	10	-
Total Officers Applied for Promotion	4	40%
Total Officers Promoted	4	40%
Total Officers Promoted	0	0%
Total Male	9	90%
Total Female	1	10%
Total X or Non-Binary	0	0%
Total American Indian or Alaska Native alone	0	0%
Total Asian alone	0	0%
Total Black or African American alone	0	0%
Total Native Hawaiian or other Pacific Islander alone	0	0%
Total White alone	9	90%
Total Two or more races alone	0	0%
Total Other alone	0	0%
Total Hispanic or Latino	1	10%
Total 18-29	3	30%
Total 30-39	3	30%
Total 40-49	4	40%
Total 50-59	0	0%
Total 60-69	0	0%
Total 70+	0	0%

Gender

Race/Ethnicity

Age

Annual Summary of Law Enforcement Diversity: Current Officers and Promotions

Current Officers

	American Indian or Alaska Native alone		Asian alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
	Male	Female							
Male	0	0	0	0	0	9	0	0	0
Female	0	0	0	0	0	0	0	0	1
X or Non-Binary	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	9	0	0	1

	American Indian or Alaska Native alone		Black or African American alone		Native Hawaiian / other P. I. alone		White alone		Two or more races alone		Hispanic or Latino	
	Male	Female	Asian alone	Other alone	Other alone	Other alone	Other alone	Other alone	Other alone	Other alone	Other alone	Other alone
Age: 18-29	3	0	0	0	0	0	3	0	0	0	0	0
Age: 30-39	3	0	0	0	0	0	3	0	0	0	0	0
Age: 40-49	3	1	0	0	0	0	3	0	0	0	1	0
Age: 50-59	0	0	0	0	0	0	0	0	0	0	0	0
Age: 60-69	0	0	0	0	0	0	0	0	0	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0	0	0

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Officers Eligible for Promotion

	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other Hispanic or Latino
Male	0	0	0	0	8	0	0
Female	0	0	0	0	0	0	0
X or Non-Binary	0	0	0	0	0	0	0
Total	0	0	0	0	8	0	0

	X or Non-Binary		American Indian or Alaska Native alone			Black or African American alone		Native Hawaiian / other P. I. alone		White alone		Two or more races alone		Other Hispanic or Latino	
	Male	Female	American Indian or Alaska Native alone	Asian alone	African American alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other Hispanic or Latino	White alone	Two or more races alone	Other Hispanic or Latino		
Age: 18-29	2	0	0	0	0	0	0	0	0	0	2	0	0	0	
Age: 30-39	3	0	0	0	0	0	0	0	0	0	3	0	0	0	
Age: 40-49	3	0	0	0	0	0	0	0	0	0	3	0	0	0	
Age: 50-59	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Age: 60-69	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Age: 70+	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

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Officers who Applied for a Promotion

	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
Male	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0

	X or Non-Binary		American Indian or Alaska Native alone		Black or African American alone		Native Hawaiian / other P. I. alone		White alone		Two or more races alone		Hispanic or Latino	
	Male	Female												
Age: 18-29	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Age: 30-39	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Age: 40-49	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Age: 50-59	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Age: 60-69	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Officers Promoted

	American Indian or Alaska Native alone		Asian alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
	Male	Female							
Male	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0

	X or Non-Binary		American Indian or Alaska Native alone		Black or African American alone		Native Hawaiian / other P. I. alone		White alone		Two or more races alone		Other alone		Hispanic or Latino	
	Male	Female														
Age: 18-29	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Age: 30-39	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Age: 40-49	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Age: 50-59	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Age: 60-69	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Age: 70+	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

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Officers Promoted

	Promoted to Sergeant X or Non-			Promoted to Lieutenant X or Non-			Promoted to Captain X or Non-		
	Male	Female	Binary	Male	Female	Binary	Male	Female	Binary
American Indian or Alaska Native alone	0	0	0	0	0	0	0	0	0
Asian alone	0	0	0	0	0	0	0	0	0
Black or African American alone	0	0	0	0	0	0	0	0	0
Native Hawaiian / other P. I. alone	0	0	0	0	0	0	0	0	0
White alone	0	0	0	0	0	0	0	0	0
Two or more races alone	0	0	0	0	0	0	0	0	0
Other alone	0	0	0	0	0	0	0	0	0
Hispanic or Latino	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0

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Additional Narrative

Narrative Prompts: A detailed assessment as to whether representation has improved for any previously identified underrepresented groups
A description of the data used to determine the existence of any underrepresentation.
Any new or modified Program goals to be implemented in the upcoming year

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